

Laws & Policies

Equal Employment Opportunity

COUNTY POLICIES

- [Equal Employment Opportunity Policy](#)
- [Non-Discrimination/Harassment Policy](#)
- [Americans with Disabilities Act Title II - Public Access](#)

FEDERAL LAWS

Civil Rights Act of 1964	Title VII prohibits employment discrimination in hiring, compensation, and terms, conditions, or privileges of employment based on race, religion, color, sex, or national origin.
Executive Order 11246	Prohibits discrimination on the basis of race, religion, color, and national origin, by federal agencies as well as those working under federal contracts.
Executive Order 11375	Added sex-based discrimination to E.O. 11246.
Age Discrimination in Employment Act of 1967	Protects employees 40-65 years of age from discrimination. Later amended to age 70 (1978), then amended (1986) to eliminate the upper age limit altogether.
Equal Employment Opportunity Act of 1972	Empowered the EEOC
Vocational Rehabilitation Act of 1973	Prohibits employers who have federal contracts greater than \$2,500 from discriminating against individuals with handicaps, racial minorities, and women.
Vietnam Veterans Readjustment Act of	Provided for equal employment opportunities for Vietnam War veterans. Administered and enforced by the Officer of Federal Contract Compliance.

1974	
Age Discrimination in Employment Act of 1978	Increased mandatory retirement age from 65 to 79. Later amended (1986) to eliminate upper age limit.
Pregnancy Discrimination Act of 1978	Afforded EEO protection to pregnant workers and requires pregnancy to be treated like any other disability.
Family and Medical Leave Act of 1993	Requires employers covered under the legislation to provide up to 12 weeks of unpaid leave, job-protected leave to employees for certain family and medical reasons.

STATE LAWS

Fair Employment and Housing Act	Prohibits employment bias on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex (including sexual harassment), age, or pregnancy.
California Civil Rights Initiative – Proposition 209	Amended the California Constitution to prohibit public entities from using race, sex, color, ethnicity or national origin as a basis for either discriminating against, or granting preferential treatment to any individual or group in the operation of the State's system of public employment, public education, or public contracting.
The California Family Rights Act of 1991 (CFRA)	Generally provides that eligible employees have the right to take family care leave for up to 12 weeks in a 24-month period in connection with the employee's own serious health condition, birth of the employee's child, the adoption of a child by the employee, or the serious illness of the employee's child; or to care for the employee's parent or spouse who has a serious medical condition
Pregnancy Disability Leave (PDL)	Allows for up to four months of leave for a pregnancy-related medical disability.